

2008-2009 PERFORMANCE PLAN – CHIEF ACTUARY (R. Seeling)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
20%	Actuarial Service Level Expectations	<ul style="list-style-type: none"> For public agencies, complete all contract amendment cost analyses that do not require participant data changes within an average of 30 days. For State and Schools, complete all legislative cost analyses within the periods required by GOVA. Complete all Option 4 and subrogation requests within time periods established by the service level agreement with the Benefits branch. By October 31, 2008, mail 100% of all public agencies June 30, 2007 annual actuarial valuation reports containing employer rates for the fiscal year 2009-10. By April 30, 2009, complete the annual actuarial valuations for the 1959 Survivor program, the Volunteer Firefighters Length of Service Award System, the Legislators Retirement System, and the Judges Retirement Systems I and II. By April 30, 2009, complete the calculation of the State employer contribution rates for the fiscal year 2009-2010. By April 30, 2009, complete the calculation of the School employer contribution rate for the fiscal year 2009-2010. 	From schedule
20%	CalPERS response to GASB 43 and 45 – retiree medical costs	<p>Serve as executive providing support and guidance to the ongoing development of the OPEB trust fund and rollout to all public employers.</p> <p>Regarding the specifics of extending the trust to include employee contributions, by 12/31/2008, prepare a recommendation to the Board regarding an OPEB pre-funding trust for employees of California public agencies including</p> <ul style="list-style-type: none"> Program structure (e.g., trust form, rules, etc. including any required legislation) Trust program investment approach: how should the assets of participants be invested? Program administrative structure An outreach plan to inform employers and employees about the program Methods to finance the start up of this new self-funded program A schedule to accomplish this start up work 	From Schedule

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Qualitative Performance Measures (cont.)

Weight	Factor	Performance Measure	Incentive Schedule
20%	CalPERS Enterprise-wide projects	Privacy and Information Security Objective: Successful implementation of the CalPERS Enterprise Privacy and Security Program by June 30, 2009 will be measured by the following key milestones: By December 31, 2008, identify all security and privacy activities that may impact the security and confidentiality of CalPERS physical, informational, and/or financial assets. By December 31, 2008, identify all resources required to ensure successful implementation.	From Schedule
15%	CalPERS Educational Forum	By October 31, 2008, complete the 2008 Educational Forum and obtain an average satisfaction rating of 4.0 or higher on a scale of 1 to 5 of all completed attendee evaluations.	From Schedule
10%	Special Projects	Throughout the fiscal year complete all tasks assigned by the Board or the Chief Executive Officer by the deadlines assigned.	From Schedule
15%	Pension System Resumption, Enterprise Management and Rollout to Employers	<p>Serve as chair of the steering committee for PSR, ETM, and PERT (roll out to employers).</p> <p>The Pension System Resumption (PSR)/ Enterprise Transition Management (ETM) and Public Employer Readiness Team (PERT) Projects will be on track for operational implementation by Spring 2010 as measured by the following key milestones:</p> <p>By September 30, 2008:</p> <ul style="list-style-type: none"> • Approve the revised ETM Project scope, budget and staffing plan and complete initial organizational readiness assessment. <p>By December 30, 2008:</p> <ul style="list-style-type: none"> • Ensure PSR design activities are on schedule and the second ETM Change Readiness Assessment is complete. <p>By March 31, 2009:</p> <ul style="list-style-type: none"> • Ensure implementation of new IT operational processes critical to PSR at “go live” is on schedule and the third Change Readiness Assessment is complete. 	From Schedule

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Weight	Factor	Performance Measure	Incentive Schedule
	Pension System Resumption, Enterprise Management and Rollout to Employers (continued)	<p>By June 30, 2009:</p> <ul style="list-style-type: none"> • Ensure scheduled PSR development activities, the Employer Education Web Conference Series and regulatory changes required to support PSR are complete. • Ensure final completion of ETM Change Readiness Assessment and the Organization Readiness Plans. <p>Specific objectives for PERT are included below:</p> <ul style="list-style-type: none"> • By 12/31/2008, 98% of reporting employers know the method by which they will deliver information to CalPERS. • By 6/30/2009, 90% of reporting employers can transfer information in an acceptable format to CalPERS. 	From Schedule
100%	Total	Qualitative Measures	